

EXHIBIT 2825

to the Declaration of
Lisa J. Cisneros in Support of
Plaintiffs' Opposition Briefs

REDACTED VERSION

From: Donna Morris
Sent: Thursday, November 19, 2009 12:06 PM
To: Debbie Streeter; Rosemary Arriada-Keiper; Karen Doris-Hampton; Jennifer Pasqualini
Cc: Donna Morris
Subject: salary matrix

Team – met with Shantanu on the salary matrix – shared with him concern of the budget movement and how the fixed budget has now declined, OMTR budgeted 3.5% and the impact this has had in terms of the overall matrix development. Shantanu shared that while we are “out of the gate” as always he is hearing from his CEO friends that they are budgeting base salary increases but more in the range of 3 – 4%.

Here is where we both came out:

- we want to ensure we are competitive

- [REDACTED]
- [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

You are all much closer to the data – we need to be firm on what matrices these are and what the cost would be – and I am sure you will all have the recommendation.

I set the expectation that we would have TWO recommendations – [REDACTED]

[REDACTED]

Questions??

